

AGREEMENT

BETWEEN

**DISTRICT No. 18, UNITED
MINE WORKERS OF
AMERICA**

— AND —

**THE WESTERN COAL
OPERATORS ASSOCIATION**



June 30th, 1909 to March 31st, 1911

L834-4392

AGREEMENT.



AGREEMENT entered into between:—

DISTRICT NO. 18, OF THE UNITED
MINE WORKERS OF AMERICA,

Of the First Part,

AND

THE WESTERN COAL OPERATORS'
ASSOCIATION,

Of the Second Part.

WHEREAS the benefits to be derived from an industrial contract depend altogether upon the fidelity with which it is carried into effect,

AND WHEREAS it is our earnest and sincere desire that any agreement made and executed by and between the representatives of the Miners in District No. 18, and the representatives of The Western Coal Operators' Association, be observed and carried out in its entirety, and that all controversies arising under this agreement shall be agreeably and definitely settled.

IT IS, THEREFORE, MUTUALLY UNDERSTOOD AND AGREED that the following conditions and rates shall govern the parties hereto for a period ending March the

thirty-first, 1911, and that the parties hereto will meet in conference thirty (30) days prior to the expiration of this agreement, to discuss a renewal thereof.

MANAGEMENT OF MINE.

The right to hire and discharge, the management of the mine, and the direction of the working forces, are vested exclusively in the Company, and the United Mine Workers of America shall not abridge this right.

SETTLEMENT OF LOCAL AND GENERAL DISPUTES.

(a) In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company or any person or persons employed, or by the men as a whole, then the parties shall endeavor to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor, by personal application to the Pit Boss, Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing their decision shall be final.

(b) In case of any local dispute arising in any mine, and failure to agree between the Pit Boss, Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavor to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred to the General Superintendent or General Manager of the Company and the Officers of District No. 18, United Mine Workers' of America, for settlement, and if they agree their decision shall be final. Should they fail to agree, it shall be referred to a Joint Committee, said Committee to be made up of three Operators appointed by the Western Coal Operators' Association, and three Miners appointed by District No. 18, United Mine Workers' of America, for settlement. If they agree their decision shall be binding upon both parties. A majority of the full Committee must vote in favor of any action before it can be declared carried.

In the event of a failure to agree, the Committee shall endeavor to select an independent Chairman, and failing to agree upon an independent Chairman, the Minister of Labor shall be asked to appoint such Chairman; the decision of the Committee thus constituted shall be binding upon both parties.

The Joint Committee shall meet every three months on the second Tuesday, or at any time on the joint call of the President of the Western Coal Operators' Association and the President of District No. 18, United Mine Workers' of America.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the Miners, Mine Laborers and all other parties involved must continue to work pend-

ing investigation and until final decision has been reached, but where Miner, Miners, Mine Laborer or Mine Laborers, has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If a claim be made within five days where a man or men has or have been unjustly discharged, the case shall be dealt with according to this article, and if it is proven that he or they have been unjustly dealt with, he or they shall be reinstated. If claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Joint Committee to decide what amount (if any) is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to continue in full force and effect. It is not intended, however, by this sub-section, to abridge the right of the men to suspend work after the final settlement as herein provided, if any Operator or Operators refuse to be bound by any decision given against them under this article.

DUTIES OF PIT COMMITTEE.

The Pit Committee shall be a Committee of three in each Colliery or other plant covered by this agreement, selected by the employees working at such Colliery or other plant from among their own number, except one member may be a Checkweighman or an Officer of the Local Union, not necessarily an employee of the Company. This member must previously have been selected as Checkweighman or Officer from amongst the employees

of the aforesaid Colliery or other plant; due notice of such selection properly certified shall be given to the Company.

The duties of the Pit Committee shall be confined to the settlement of disputes between the Pit Boss or Foreman, and any employee working in or around the mines, arising out of this agreement, and all agreements made in connection therewith, the Pit Boss or Foreman and man or men having failed to agree.

The Pit Committee, in discharge of its duties, shall under no circumstances go around the mine for any cause whatever, unless called upon by the Pit Boss or Foreman, or by a Miner or Day Man, who may have a grievance which he has first tried to and cannot settle with the Boss.

Members of the Pit Committee employed as Day Men shall not leave their places of duty during working hours, except by permission of the Pit Boss or Foreman, or in cases involving the stoppage of the mine.

NEW WORK.

Wherever any new work arises, a price for which has not been provided for in this agreement, on the request of the Company or the Miners, the Joint Committee of the Western Coal Operators' Association and District No. 18, of the United Mine Workers' of America, shall meet within thirty days after the said request and arrange a price. Meantime, and until such price has been arranged, all men shall be paid upon the day wage scale.

EMPLOYEES NOT UNDER JURISDICTION.

The following employees are not under the jurisdiction of the United Mine Workers' of America:—

Mine Manager or Superintendent, Overman or Assistant Overman, Pit Bosses, Fire Bosses, Boss Driver, Stable Boss, Master Mechanic, Electricians, Weighmen, Head Carpenter, Tipple or Breaker Foreman, Loader Boss, Night Watchman, Coke Oven Foreman, Outside Foreman, and all other Foremen, Timekeepers, Coal Inspectors and Head Lampmen.

CONSTRUCTION AND EXTENSIVE REPAIRS.

It is agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the United Mine Workers' of America.

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks and switches, etc., necessary for the completion of a plant, all being in the nature of construction work, and extensive repairs or rebuilding of the same class of work, are to be considered as improvements and extensive repairs, and the employees thereon are to be excluded as above when employed on such work only.

CHECK-OFF.

The Company will give to the United Mine Workers' of America full recognition, and concede the check-off system, that is to say,

upon the individual request in writing of any of the Company's employees, the Company shall deduct such monies from their wages each month as is designated for dues, assessments, fines and initiation fees. In other words, the Company will retain from the wages due employees any sum that they may have given orders upon the Company for in writing, payable to such Officers of the United Mine Workers' of America, as may be designated in such orders.

PENALTY FOR ABSENCE FROM WORK

When any employee absents himself from his work for a period of two days, unless through sickness, or by first having properly arranged with the Pit Boss, or Foreman, and obtained his consent, he may be discharged. All employees whose absence would cause any stoppage of work must before absenting themselves properly arrange with or notify the Pit Boss or Foreman for or of their absences; otherwise they may be discharged. Any employee who habitually, to the extent of five days per month, absents himself from work may be discharged.

PENALTY FOR STOPPAGE OF WORK.

If any employee or employees shall cause a stoppage of work in violation of this agreement, he or they shall be subject to discharge by the Company without recourse.

CHECKWEIGHMEN.

The Company will grant the right to the Miners to employ check-weighers, and will grant the said checkweighers every facility

to enable them to render a correct account of all coal weighed, and will allow the cars to be tared from time to time and the machine to be properly tested from time to time, and will deduct from the wages of all contract miners such amounts as may be designated from time to time and will pay over the same to the Secretary of the Local Union for wages of Checkweighers.

PREFERENCE OF EMPLOYMENT.

In case an employee is thrown out of employment, unless discharged, he shall be given preference over new men in other mines in the same camp operated by the same Company.

MINIMUM RATE.

When a miner's working place becomes deficient owing to any abnormal conditions preventing him from earning the minimum wage of \$3.00 per shift, and should the Company desire to continue to work said place or places, the Mine Management and Pit Committee shall examine said place or places and agree upon a rate to be paid the miner for such deficient work. Failing to agree upon such rate, the place, if worked, shall be worked upon the day wage scale for miners.

MINERS TAKEN TO DO COMPANY WORK.

The Company shall pay the sum of Three Dollars (\$3.00) per day for all miners taken from contract work to do Company work.

DELIVERY OF TIMBER.

In accordance with the Coal Mines Regulation Acts of British Columbia and Alberta, the Company shall at all times deliver an adequate supply of suitable timber, rails, ties, planks and sheet iron at the nearest crosscut to the face of all raise workings, and in places where the regular pit cars go to the working face, without being handled by the Miner, they shall be delivered on the cars to the working face; in other places across the pitch, the timber, rails, ties, planks and sheet iron shall be delivered at the mouth of the room.

LOADING OF COAL FROM CHUTES.

In pitching seams, where chutes are used, the Company will handle all coal placed in chutes by the Miners.

DOCTOR AND HOSPITAL ARRANGEMENTS.

The matter of Doctor and hospital arrangements is to be arranged between the employees and the management, and when so arranged, the Company agrees to make the collection for that purpose; this is subject in British Columbia to the laws of the Province.

In camps where Doctor and hospital arrangements have already been made and are satisfactory, the customs prevailing in such camps shall continue.

The Joint Committee shall at their first meeting provide rules for the mode of procedure for the making of arrangements between the employees and the management.

STORE.

It shall be understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

HOLIDAYS.

The following days only shall be observed as holidays:—

New Years Day.

May First.

Victoria Day.

Dominion Day.

Labor Day.

Thanksgiving Day.

District and International Election Day.

Christmas Day.

FUNERALS.

In the event of an instantaneous death by an accident in the mine, or outside the mine, the miners underground and all other employees, except in the seam where the accident occurred, shall continue to work till the day of the funeral, when it is optional with them whether they shall work or not.

SUB-CONTRACTING.

No sub-contracting shall be allowed in any mine operated by the Company, but this shall not apply to the employment of backhands.

EMPLOYEES TO CARE FOR MINE.

In case of either local or general suspension of mining, either at the expiration of this agreement, or otherwise, the Engineers, Firemen and Pumpmen, shall not suspend work,

but shall when mining is suspended fully protect all the Company's property under their care, and operate fans and pumps, and lower and hoist such men and supplies as may be required to protect the Company's property, and any and all coal required to keep up steam at the Company's plant, but it is understood and agreed that the Company will not ask them to hoist any coal for sale on the market.

SINGLE SHIFT.

The single shift system in rooms and pillars shall be adhered to as far as practicable.

WET PLACES.

A working place in the mine where water drips from the roof in quantity sufficient to wet a man's clothing, or where standing water is sufficient to wet a man's clothing above his knees, shall be considered a "wet place"; a place where the use of gum boots will keep a man's feet dry shall not be considered a "wet place."

ROCK MINERS.

Where a man is continuously engaged on rock work, where hammer and steel are used, he shall be considered a Rock Miner, and paid Rock Miner's wages.

If an air drill is used the Driller shall be paid Machine Runners' wages, and the Helper paid Machine Runners' Helpers' wages; the other men engaged shall be classed as Miners or Laborers, as may be.

When a man is engaged on work in both rock and coal, if the amount of rock is greater than the amount of coal, he shall be classed as a Rock Miner, and where the amount of coal is greater than the amount of rock, he shall be classed as a Coal Miner.

BRUSHING.

When a man is engaged on continuous Brushing, either top or bottom, using the usual drills and tools, he shall be classed as a Coal Miner; if the Brushing is done by hammer and steel he shall be classed as a Rock Miner.

Timbermen taking out rock while engaged in retimbering or repairing shall not be classed as Rock Miners.

RETIREMENT.

Where any employee has drawn his time before the regular pay day he thereby severs his connection with the Company, and any alleged grievance he may have, ceases to be a question for consideration under this agreement.

CHINESE LABOR.

The United Mine Workers' of America do not in any way prohibit the employment of Chinese in or around the mines, but where such labor is employed they shall be paid the scale for such work with the following provision, i.e., that where they are now employed at Bankhead and Canmore present rates shall not be interfered with in any way by the United Mine Workers of America during the life of this agreement.

OIL.

Present conditions to prevail.

PAY DAY.

The Companies will pay the regular payrolls at the several mines, for all wages earned during the previous calendar month, on the Fifteenth of each month, if the said Fifteenth be a Saturday, and if not, then on the first Saturday after the Fifteenth, except in case of the Fifteenth falling on a Sunday, when the Companies will pay on the Fourteenth.

Any employee desiring to leave the services of the Company, on his request, be paid all monies due him within two days after his stoppage of work.

MARKET RESTRICTIONS.

It is agreed that District No. 18, of the United Mine Workers' of America will not in any way restrict or interfere with the marketing of coal or coke, to any person, firm or corporation.

DEFINITION OF SCHEDULE RATES.

The schedule rates under this agreement are to be the minimum rates paid, but nothing in this agreement shall be construed to prevent the Companies from paying higher rates should they so desire.

It is also understood that where higher rates have prevailed no reduction shall take place.

TURN OF CARS.

The Companies shall as far as practicable supply each and every miner with an equal turn of cars.

BACKHANDS.

The present practise of working miners, either as partners or with miners and laborers, as it exists in the several camps at the present time shall be adhered to.

With the following provisions: That the clauses in regard to the same in the agreements expiring March 31st, 1909, will remain in effect.

On all Company work the Company shall employ such class of men as the work requires and at the rates of wages provided for in this agreement.

OUTSIDE WAGES.

The outside scale of wages, which governed the parties hereto on March 31st, 1909, shall continue in effect during the life of this agreement, as per attached schedules.

INSIDE WAGES.

The inside scale of wages, which governed the parties hereto on March 31st, 1909, shall continue in effect during the life of this agreement, with the following exceptions: Machinemen are to be rated at \$3.50 per shift, and Machine Helpers at \$3.00 per shift, and schedule "D" of the agreement expiring March 31st, 1909 is annulled, as per attached schedules.

CONTRACT PRICES.

The scale of contract prices, which governed the parties hereto on March 31st, 1909, shall continue in effect during the life of this agreement, as per attached schedules; and

that the matter of dispute, in regard to the price on the pillars at Hillcrest Mine, be referred to the Joint Committee for settlement, said Committee is to be named at the signing of this agreement, and render a decision thereon, immediately.

LOCAL CONDITIONS.

As per attached schedules.

Outside Wages.

	Per day	Hours
Bottom Man	\$2.62½	10
Slate Picker Boys	1.25	10
Slate Picker Men	2.25	10
Car Oiler Men	2.25	10
Car Oiler Boys	1.50	10
Tally Boys	1.25	10
Teamsters	2.62½	10
Blacksmiths	3.67½	10
Blacksmith Helpers	2.62½	10
Carpenters	3.67½	10
Carpenter Helpers	2.62½	10
Power House Engineers	3.67½	12
Power House Engineers	3.15	8
Fan Men	2.62½	12
Hoisting Engineer	2.89	8
Tail Rope Engineers	3.36	8
Tail Rope Engineers	3.67½	10
Box Car Loader Engineer	3.15	10
Tipple Engineer	3.15	10
Locomotive Engineer (outside)	3.15	10
Locomotive Engineer, helper or switchman	2.75	10
Fireman	2.62½	8
Fireman	3.67½	12
Railway Car Handler (men) ..	2.36	10
Tipple Dumper (men)	2.62½	10

	Per day	Hours
Tipple Dumper (boys)	1.50	10
Car Repairers	3.15	10
Breaker Engineer	3.15	10
Fan Fireman	3.15	12
Lampman (depending upon number of lamps and skill of man)	\$2.25 to \$3.15	12
Lampman	\$2.25 to \$2.62½	8
Machinist	\$3.15 to \$3.67½	10
Machine Helper	2.62½	10
Ashman	2.25	10
Ashman	2.62½	12
Wiper (man)	2.62½	12
Coupler (man)	2.25	10
Coupler (boy)	1.50	10
Breaker Oiler	2.62½	11
Washer or Tipple Oiler	2.62½	11
Breaker Picker Boss	2.62½	10
Timber Frammer (men)	3.15	10
Box Car Shovellers (men)	2.62½	10
Breaker Platform Boss	2.62½	10
Breaker Platform Men	2.36	10
Breaker Screen Men	2.25	10
Rock Bank (men)	2.25	10
Dirt Bank (Men)	2.25	10
Finisher after box car loader..	2.25	10
All other outside labor	2.25	10

Bee Hive Coke Ovens.

Levelling and drawing (6½ ton charge)	\$1.00 per oven
Levelling and drawing (5 ton charge)	0.80 per oven
Loading into box cars (over 200 tons per month)	0.17 per ton
Loading into box cars (less than 200 tons per month)	0.16 per ton

	Per day	Hours
Steam Locomotive Engineer...	\$3.15	10
Motormen	2.89	10
Larryman	2.25	10
Plasterers	2.25	10
Carters and Cleaners	2.25	10
All other laborers	2.25	10

All charges to be large or small, at the discretion of the Coke Oven Superintendent.

Belgian Coke Ovens.

	Per day	Hours
Ram Engine Man	3.15	10
Chargers	2.62½	10
Clayers	2.62½	10
Drawers	2.62½	10
Loaders	2.36	10

Briquette Plant.

	Per day	Hours
Engineer	3.67½	12
Briquetter	3.78	12
Briquette Helper	3.15	12
Tar Melter	2.62½	12
Labourer	2.62½	12

SCHEDULE OF WAGES FOR THE EMPLOYEES OF THE COAL DEPARTMENT OF THE ALBERTA RAILWAY & IRRIGATION COMPANY.

Outside Day Wages.

Top Cagers	\$0.24 per hour
Dumpers	0.24 per hour
Car Trimmers	0.24 per hour
Greasers (boys)	\$0.10-\$0.17 per hour

(According to age).

Screen Engine Tender	0.24	per hour
Box Car Loader, Engineer.....	0.30	per hour
Slate Pickers (boys).....	\$0.10-\$0.17	per hour

(According to age).

Tally Boys	0.12½	per hour
Timberman	0.24	per hour
Blacksmith	0.35	per hour
Blacksmith Helper	0.24	per hour
Leading Carpenter	0.35	per hour
Carpenter Helpers	0.24	per hour
Car Repairers	0.28	per hour
Machinists	\$0.30-\$0.35	per hour
Machinists' Helpers	0.24	per hour
Hoisting Engineers	0.35	per hour
Haulage Engineer	0.30	per hour
Leading Fireman (man hold- ing certificate	0.30	per hour
Firemen Helpers and Ash Wheelers	0.24	per hour

Inside Wages.

	Per day	Hours
Shot Lighters	\$3.00	8
Brattice Men	3.00	8
Brattice Men Helpers	2.50	8
Timber Men	3.00	8
Timbermen Helpers	2.50	8
Tracklayers	3.00	8
Tracklayer Helpers	2.50	8
Motormen	2.75	8
Motormen's' Helpers	2.50	8
Locomotive Engineer	2.75	8
Locomotive Switchman	2.50	8
Drivers	2.75	8
Drivers (wet places)	3.00	8
Drivers (spike teams)	3.25	8
Couplers (men)	2.50	8

	Per day	Hours
Couplers (boys)	1.50	8
Switch Boys	\$1.25 to 1.50	8
Door Boys	1.00	8
Rope Riders	2.75	8
Main and Tail Rope Riders	3.00	8
Pushers	2.50	8
Buckers	2.50	8
Loaders	2.50	8
Miners	3.00	8
Miners (wet places)	3.50	8
Rock Miners	3.50	8
Timber Handlers	2.75	8
Laborers	2.50	8
Cagers	2.50	8
Machinemen	3.50	8
Machinemen Helpers	3.00	8
Pumpman	2.50	8
Hoistmen	\$2.75 to 3.00	8

COAL DEPARTMENT OF THE ALBERTA RAILWAY & IRRIGATION COMPANY.

Inside Day Wages.

Bratticemen	\$0.37½	per hour
Bratticemen Helpers	0.31¼	per hour
Timbermen	0.37½	per hour
Timbermen Helpers	0.31¼	per hour
Drivers	0.34¾	per hour
Drivers (wet places)	0.37½	per hour
Drivers (boys)	\$0.18¾ to 0.31¼	per hour
Tracklayers	0.37½	per hour
Tracklayers' Helpers	0.31¼	per hour
Miners	0.37½	per hour
Couplers	0.31¼	per hour
Couplers (boys)	0.18¾	per hour

Switch Boys.....	\$0.15 $\frac{5}{8}$ to 0.31 $\frac{1}{4}$	per hour
Grippers	0.31 $\frac{1}{4}$	per hour
Grippers (boys)....	\$0.18 $\frac{3}{4}$ to 0.31 $\frac{1}{4}$	per hour
Pipe Fitters' Helpers	0.31 $\frac{1}{4}$	per hour
Pumpmen	0.40	per hour
Cagers	0.37 $\frac{1}{2}$	per hour
Pushers	0.37 $\frac{1}{2}$	per hour
Pick Carrier Boys..	\$0.15 $\frac{5}{8}$ to 0.31 $\frac{1}{2}$	per hour
Clutchmen	0.37 $\frac{1}{2}$	per hour
Trappers	\$0.15 $\frac{5}{8}$ to 0.31 $\frac{1}{4}$	per hour
Roller Men	0.31 $\frac{1}{4}$	per hour

CONTRACT PRICES:

THE INTERNATIONAL COAL & COKE CO., LTD.

No. 2 Seam.

Mining rate to be 55 cents per gross ton.

YARDAGE: Levels to be 10 feet wide, 7 feet high on the low side, and thickness of coal on upper side, \$1.75 per lineal yard.

Parallel Airway to be 6 x 10 feet, \$1.75 per lineal yard.

Crosscuts between levels, 6 x 8 feet, \$1.50 per lineal yard.

Room Crosscuts to be not less than 8 x 8 feet, not to be driven more than 25 feet from one side, no tracks, \$1.00 per lineal yard.

TIMBERING: Entry timber, maximum to be 12in. in diameter at butt, and 14 feet in length, \$2.00 per set, with lagging.

Room timber, maximum to be 10 inches in diameter at butt, and 16 feet in length, \$1.00 per set. If required to set timber of larger dimensions, to be paid for in proportion, or be set by the Company.

PROPS: All props, exclusive of those used to set brattice or chutes, 5 cents per lineal foot.

TRACK LAYING: All tracks to be laid by the Company, except a pair of temporary rails to the face, which should be laid by the miner without charge.

CHUTES: 30 cents per lineal yard, 5 planks 2 x 12 inches, two posts every 8 feet with cross pieces. This includes sheet iron.

BRATTICE: 5 cents per lineal yard for each foot in height.

BRUSHING: 6 feet wide, 5 cents per inch per lineal yard; 12 feet wide, 10 cents per inch per lineal yard.

No. 4 Seam.

No Powder.

Mining rate to be 50 cents per gross ton.

YARDAGE: Levels not less than 12 feet wide, by thickness of seam, \$1.00 per lineal yard.

PARALLELS: Thickness of seam not less than 10 feet wide, \$1.00 per lineal yard.

CROSSCUTS (between levels): Thickness of seam not less than 8 feet wide, \$1.00 per lineal yard.

CROSSCUTS (between room): Thickness of seam not less than 8 feet wide, not to be driven more than 25 feet from one side, \$1.00 per lineal yard.

TIMBERING: Same as No. 2 seam.

PROPS: Same as No. 2 seam.

TRACKLAYING: Same as No. 2 seam.

CHUTES: Same as No. 2 seam.

BRATTICE: Same as No. 2 seam.

BRUSHING: Same as No. 2 seam.

WEST CANADIAN COLLIERIES, LIMITED.

Lille Mine in No. 1 Seam.

Gangway to be driven by special contract.

Breasts "Up the Pitch," 20 feet wide.

For mining coal, \$5.70 per lineal yard.

Building brattice, 30 cents per lineal yard.

Building chutes, 30 cents per lineal yard.

Brattice of 1 inch boards built air-tight from floor to roof.

Chute building to include laying of sheet iron.

Work "Across the pitch" including handling coal, laying track and building brattice.

Breasts, 20 feet wide, \$6.00 per lineal yard.

Pillars, 30 feet wide, \$7.50 per lineal yard.

Tracks in pillars to be laid by Company.

Bellevue Mine, No. 2 Seam.

Gangway to be driven 11 foot collar, 14 foot spread, 7 feet clear above rail, \$14.00 per lineal yard.

Chutes to be driven 7 x 10, \$5.50 per lineal yard.

First length of chute and battery, \$5.00 if not built by Company.

Monkey Gangway: To be driven 6 x 6 from outside end, by car, \$3.50 per lineal yard.

Crosscuts: To be driven 6 x 6 both sides, \$3.00 per lineal yard.

Breasts: To be driven 9 x 20, "Up the Pitch" including timbering, chute and air-tight brattice, \$10.00 per lineal yard.

Breasts of greater dimensions to be paid for in proportion.

No. 1 Seam, Bellevue.

The mining price on pillars "Up the Pitch," including setting of 5 rows of props, where necessary, 45 cents per cubic yard.

SUPPLEMENTARY CONTRACT: As approved by Joint Committee, July 8th, 1908. Other contracts now in force between the Company and Dist. 18, U.M.W. of A.

THE H. W. McNEILL CO., LIMITED.

No. 1 Seam.

BREASTS: 20 feet wide, 4 feet high, \$5.77½ per lineal yard.

PILLARS: 30 feet wide, 4 feet high, \$6.30 per lineal yard, increasing or decreasing thickness of seam, to be paid for proportionately at 75 cents per lineal yard per foot, down to a minimum thickness of 3 feet, including dirt or rock.

SKIPS: \$2.62½ per lineal yard, 10 feet wide, 4 feet high, increasing or decreasing thickness of seam, to be paid at rate of 25c. per foot per lineal yard, down to a minimum thickness of 3 feet, including dirt or rock.

No. 2 Seam.

BREASTS: 20 feet wide, coal to be paid in proportion at \$1.05 per foot per lineal yard, for each foot in thickness.

PILLARS: 30 feet wide, coal to be paid for in proportion, at \$1.31¼ per foot per lineal yard, for each foot in thickness.

SKIPS: 10 feet wide, coal to be paid for in proportion at 52½ cents per foot, per lineal yard, for each foot in thickness. Rock in this seam to be paid for at 10 cents per inch per lineal yard.

No. 3 Seam.

Prices to be the same as No. 1 seam. The basis of measurement to be a maximum thickness of seam at 5 feet, instead of 4 feet as in No. 1 seam.

No. 4 Seam.

BREASTS: 20 feet wide, \$6.30 per lineal yard; 4 ft. thickness increasing or decreasing thickness of seam to be paid proportionately at 75 cents per foot per lineal yard.

PILLARS: 30 feet wide, 4 feet thickness, \$6.30 per lineal yard; increasing or decreasing thickness of seam to be paid proportionately at 75 cents per foot per lineal yard, down to a minimum thickness of 3 feet, including dirt or rock.

SKIPS: 10 feet wide, 4 feet thickness, \$3.15 per lineal yard, increasing or decreasing thickness to be paid proportionately at 25 cents per foot per lineal yard.

The following prices to prevail in all seams:--

Chute building, 50c. per lineal yard, to be built according to present practise, 4 feet wide, unless otherwise ordered by the Pit Boss. First length of chute, 16 feet, \$2.50.

Bulkheads, according to present practice, \$2.50. All re-timbering and replacing broken timbers in breasts to be done by contract work, 8 inch or 10 inch timber at 5 cents per foot.

Gob or brattice building in breasts, 30 cents per lineal yard.

All horizontal breasts driven over 200 feet, to be paid 50 cents per yard extra, up to 300 feet.

Chutes to be driven 12 feet wide at present rates.

Gangways to be driven by special contract.

Carey Seam.

GANGWAY: 6ft. collar, 10ft. spread, 6 feet 6 inches high in the clear, as driven at present, and including coal, rock, timbering and laying of track, per lineal yard, \$12.50.

BREASTS (up the pitch): 12 feet wide and 7 feet thickness of coal, including timbering, chute and stairway, and brattice building, per lineal yard, \$6.75.

BREASTS (across the pitch): 12ft. wide and 7ft. thickness of coal, including timbering, brattice, tracklaying and handling of coal, per lineal yard, \$6.25.

PILLARS: 30ft. wide and 7ft. thickness of coal, including timbering and handling of coal, per lineal yard, \$10.00.

These prices are based upon the present system of working. If seam is more than 7ft. or less than 7ft, to be paid for proportionately.

THE BANKHEAD MINES, LIMITED.

No. 2 Seam.

GANGWAYS: 7ft. collars, \$5.50 per lineal yard, which includes single timber, and \$1.00 per set for square sets, of three pieces lagged. All coal to be forked, and the slack and other refuse to be loaded in separate cars from the coal.

COUNTER GANGWAYS: \$5.00 per lineal yard, which includes single timber, 50 cents per set of two pieces lagged; \$1.00 per set of three pieces lagged. All coal to be forked, and the slack and rock to be loaded separately from the coal.

BREASTS (up the pitch): 30 feet wide, with airway on each rib and coal chute and gob. All coal, when required to be forked, and the slack and other refuse gobbled, and coal put into coal chute, \$8.00 per yard, and 50 cents per yard for building chutes, when vein is from 8 to 10 feet thick. If less than 8 feet or more than 10 feet, to be paid proportionately.

PILLARS: 30 feet wide. All coal to be forked, and slack and other refuse gobbled, by working pillars on a slant, and gobbing slack and other refuse behind wing boards, wherever practicable. Price \$6.50 per yard, where vein is from 8 to 10 feet thick; if less than 8 feet or more than 10 feet, to be paid proportionately.

CHUTES: 12 ft. wide, \$4.50 per lineal yard; building chute and stairway, 50 cents per lineal yard; and placing of bulkheads, \$2.50.

CROSSCUTS: Between breasts, 6 feet wide, and the height of the vein, including single timber, \$4.50 per lineal yard.

No. 4 Seam.

MAIN GANGWAY ("A" Level): 12 feet wide, which includes single timber lagged. All coal to be forked, and the slack and other refuse to be loaded in separate cars from the coal, \$8.50 per lineal yard.

MAIN GANGWAY ("B" Level): 10 feet wide, which includes single timber lagged. All coal to be forked, and the slack and other refuse to be gobbed, or loaded in separate cars from the coal, as required, \$7.00 per lineal yard.

COUNTER GANGWAYS: 10 feet wide, which includes single timber lagged. All coal to be forked, and the slack and other refuse gobbed or loaded in separate cars from the coal, as required, \$6.00 per lineal yard.

CHUTES: 10 feet wide, \$4.50 per lineal yard; building chutes and stairway, 50 cents per lineal yard; building bulkheads, \$2.50.

BREASTS (up the pitch): 30 feet wide, including timbering, chute, air-tight brattice, and stairway. All coal to be forked, and the slack and other refuse to be gobbed in front of wing boards, and the coal to be put into chute, \$9.00 per lineal yard for the coal and timbering, and 50 cents per lineal yard for the building of the chute and stairway.

CROSSCUTS (between breasts): 6 feet wide, and the height of the vein, including single timber lagged, \$5.00 per lineal yard.

PILLARS: 30 feet wide, including necessary timber. All coal to be forked, and slack and other refuse gobbed behind wing boards, and the coal put into the chute, \$ per lineal yard.

The above prices are based on the seam being 9 feet thick; if more or less than 9 feet, to be paid for proportionately.

No. 5 Seam.

MAIN GANGWAY ("A" Level): 10 feet wide, including single timber lagged. All coal to be forked, and the slack and other refuse to be loaded in separate cars from the coal, \$6.00 per lineal yard for the coal. Brushing, \$3.50 per lineal yard; taking down cap rock, when same exists, 50 cents per lineal yard.

MAIN GANGWAY ("B" Level): 10 feet wide, including single timber lagged. All coal to be forked, and the slack and other refuse to be gobbed, or loaded in separate cars from the coal, as required. \$6.00 per lineal yard for the coal; taking down cap rock, when same exists, 50 cents per lineal yard.

COUNTER GANGWAYS: 10 feet wide, which includes single timber lagged, \$6.00 per lineal yard. All coal to be forked, and the slack and other refuse to be gobbed, or loaded in separate cars from the coal as required.

CHUTES: 12 feet wide, \$4.50 per lineal yard; building chute and stairway, 50 cents per lineal yard; building bulkhead, \$2.50.

BREASTS (up the pitch): 30 feet wide, including timbering, chute, air tight brattice, stairway, and the cap rock; all coal to be forked and the slack and other refuse to be gobbled in front of wing boards, and the coal to be put into the chute, \$9.00 per lineal yard for the coal and the rock, and 50 cents per lineal yard for the building of the chute and stairway.

CROSSCUTS (between the breasts), 8 feet wide and the height of the vein, including single timber, lagged, \$4.50 per lineal yard.

PILLARS: 30 feet wide, including necessary timber, building of chute, and taking up of old chute in breast, all coal to be forked, and slack and other refuse gobbled behind wing boards, and the coal put in the chute, \$8.00 per lineal yard, based on the seam, including the cap rock, where necessary to be taken down, being 8 feet thick; if more or less than 8 feet thick, to be paid for proportionately, and if pillars are more or less than 30 feet wide, to be paid for proportionately.

The above prices are based on the seam, including the cap rock, being 8 feet thick, if more or less than 8 feet to be paid for proportionately.

No. 6 Seam.

GANGWAYS: 12 feet wide, including single timber lagged, all coal to be forked, and the slack and other refuse to be loaded in separate cars from the coal, \$8.00 per lineal yard.

COUNTER GANGWAYS: 10 feet wide, including single timber lagged, all coal to be

forked and the slack and other refuse to be gobbed or loaded in separate cars, as required, \$6.00 per lineal yard.

CHUTES: 10 feet wide, \$4.50 per lineal yard; building chute and stairway, 50 cents per lineal yard; building bulkhead, \$2.50. Where the chute is built above the bottom of the seam, except for the first length, 50 cents per yard for the extra work of lifting the coal up into the chute.

BREASTS: 30 feet wide, including timbering, chute, air-tight brattice and stairway; all coal to be forked, and the slack and other refuse to be gobbed, and the coal put into the chute. \$9.00 per lineal yard for the coal, and 50 cents per lineal yard for the building of the chute and stairway.

CROSSCUTS (between breasts): 8 feet wide, and the height of the seam, including single timber lagged, \$4.50 per lineal yard.

The above prices are based on the seam being 8 feet thick; if more or less than 8 feet to be paid for proportionately.

ALL SEAMS: Pushing and dumping coal over 200 feet and up to 300 feet, 50 cents per lineal yard.

It is understood that the coal, in all places, is to be mined with the use of as little powder as possible.

Gangways in faults to be driven by special contract.

Hosmer Mines Tunnel.

	Per day		Hours	Wet places:	
	Per day	Hours		Per day	Hours
Machine Runners..	\$3.50	8		\$4.00	8
Machine Helpers..	3.00	8		3.50	8
Muckers	2.75	8		3.00	8
Drivers	2.75	8		3.00	8
Miners (Rock) ...	3.50	8		3.75	8
Outside labor	2.50	10			
Blacksmiths, \$3.50-4.00		10			
Timber framers....	3.50	10			
Tracklayers	3.00	8			
Bratticemen	3.00	8			
Hoistmen	2.89	8			
Firemen	2.75	8			

Whice rates are to apply only to the present rock tunnels. The tunnels are to be driven continuously, with three shifts of eight hours each, seven days per week, except the shift from Midnight Saturday to 8 a.m. Sunday, which will be discontinued for the purpose of changing shifts. The shifts to commence at 8 a.m., 4 p.m., and Midnight.

**COAL DEPARTMENT OF THE ALBERTA
RAILWAY AND IRRIGATION
COMPANY.**

All coal to be paid for on screened basis, one ton being considered 2,000 pounds.

PICK MINING:

Pillars and stumps, 66 cents per ton.

MACHINE MINING:

Runners (rooms), 13 cents per ton.

Runners (narrow work), 19 cents per ton.

Scrapers (rooms), 9 cents per ton.

Scrapers (narrow work), 14 cents per ton.

Loaders (rooms), 50 cents per ton.

Loaders (narrow work), 77 cents per ton.

Loaders, bone coal over four inches thick, 42 cents per running yard in entries and rooms.

Loaders, square booms in entries, 20 cents per set.

Loaders, round booms in entries, 40 cents per set.

Loaders, room crosscuts, \$1.50 per lineal yard.

Loaders, lifting bottom, 75 cents per lineal yard, for each foot in depth.

Loaders, laying rails in entries, 50 cents per pair.

Loaders, cutting through faults, entry width and height, 77 cents per lineal foot.

Loaders, unweighed coal, entry width and height, 77 cents per lineal foot. Loaders, room necks, each \$4.00.

Loaders, entries, where necessary to use dynamite, on account of water, the Company to furnish dynamite free, 10 cents per ton extra.

Machine runners, cutting through faults, entry width and height, 19 cents per lineal foot.

Machine runners, unweighed coal, entry width and height, 19 cents per lineal foot.

Machine scrapers, cutting through faults, entry width and height, 14 cents per lineal foot.

Machine scrapers, unweighed coal, entry width and height, 14 cents per lineal foot.

Other prices and conditions to remain as existing March 31st, 1909.

**THE HILLCREST COAL & COKE CO.,
LTD.**

Mining rate to be 50 cents per gross ton.

YARDAGE: Levels to be 10 feet wide, 7 feet high on low side, and thickness of coal on upper side, \$1.75 per lineal yard.

PARALLEL AIRWAYS: To be 6 feet by 10 feet, \$1.75 per lineal yard.

CROSSCUTS (between levels): To be 6 x 8 feet, \$1.50 per lineal yard.

ROOM CROSSCUTS: To be no less than 8 x 8 feet, not to be driven more than 25 feet from one side, no tracks, \$1.00 per lineal yard.

TIMBERING: Room timber, maximum to be 10 inches in diameter at butt, and 16 feet in length, \$1.00 per set. If required to set timbers of larger dimensions, to be paid for in proportion, or be set by the Company.

ENTRY TIMBER: Maximum to be 12 inches in diameter at butt, and 14 feet in length, \$2.00 per set with lagging; if required to set timber of larger dimensions, to be paid for in proportion, or set by the Company.

PROPS: All props, exclusive of those used to set brattice, or chutes, 5 cents per lineal foot.

TRACK LAYING: All track to be laid by the Company, except a pair of temporary rails to the face, which shall be laid by the miner without charge.

CHUTES: 30 cents per lineal yard, 5 planks, 2 inches by 12 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron.

BRATTICE: 5 cents per lineal yard for each foot in height.

BRUSHING: 6 feet wide, 5 cents per inch per lineal yard; 12 feet wide, 10 cents per inch per lineal yard.

The above prices are based upon the present method of working.

INTERNATIONAL COAL & COKE CO., LTD.

Local Conditions.

Dockage for loading rock in coal.

All conditions to remain as at present.

The Company will deliver workmen's house coal at \$2.50 per ton.

BRUSHING: Present prices paid, and conditions at Coleman, to remain during this agreement.

WEST CANADIAN COLLIERIES.

Lille and Bellevue Mines.

Local Conditions.

The Company will deliver to their workmen, run of mine coal at \$2.50 per ton, and screened coal at \$3.00 per ton.

The Company will sell to its employees, 40 per cent. dynamite at \$10.00 per box (50 lbs.), and Monobel powder at \$15.00 per box (50 lbs.).

Fuse, caps, and other supplies to be at present rates.

DOCKAGE: All miners agree to deliver their coal as free from rock as possible. Serious or repeated contravention to this clause shall be taken up with the Pit Committee, and if found to be through the negligence of the miner, he may be discharged.

All other local conditions to remain as at present.

THE H. W. McNEILL COMPANY, LTD.

Local Conditions.

Mine run coal, \$2.50 per ton.

Dynamite, 25 cents per pound.

Monobel, 30 cents per pound.

Other conditions to remain as under the agreement ending March 31st, 1909.

BANKHEAD MINES, LIMITED.

Local Conditions.

Penalties for Loading Impurities.

The men are to deliver their coal as free from slack and rock, or other impurities, as it is practicable, and in case of a miner failing to do so, he shall be warned for the first and second offences, for the third offence he shall be fined one dollar, for the fourth offence he shall be fined two dollars, and for continued and aggravated cases, it shall be taken up with the Pit Committee, and if found to be through the negligence of the miner, he may be discharged.

Supplies, etc.

The Company will deliver coal to their employees residing at Bankhead, at the following prices:

Nut coal, \$3.00 per ton.

Stove or Egg coal, \$4.00 per ton.

Briquettes, \$4.00 per ton.

House rents to remain as at present.

Electric light, 50 cents per 16 c.p. light per month.

30 per cent. dynamite, 25 cents per pound.

Monobel powder, 30 cents per pound.

Caps, to remain as at present.

Fuse, to remain as at present.

Wash house, \$1.00 per month.

Company men to furnish their own tools, which the Company agrees to take back when they leave.

All other conditions to remain as at present.

THE HOSMER MINES, LTD.**Local Conditions.**

House rents to remain as at present.

Mine run coal, \$2.50 per ton delivered.

Screened coal, \$3.00 per ton delivered.

Water (outside tap), \$1.00 per month.

Water (inside tap), \$1.50 per month.

Electric lights, 50 cents per 16 c.p. light per month.

Sanitation, \$1.00 per month for each house.

Wash house, \$1.00 per month.

COAL DEPARTMENT OF THE ALBERTA RAILWAY & IRRIGATION CO.

Local Conditions.

DOCKAGE: A loader will be fined 25c. for each offence for sending out dirty coal, and after the third offence he may be discharged. When fined, his number will be placed on the dock board on the bankhead. The placing of his number on the dock board will be considered as due warning.

ABNORMAL CONDITIONS: An abnormal condition shall be considered as a condition where the seam is faulty, or thins out to a point less than forty-eight inches in thickness.

INSIDE DAY WAGES: To be computed from the time at which the first workman in the shift leaves the surface, to the time the first workman in the shift returns to the surface.

THE HILLCREST COAL & COKE CO., LTD.

Local Conditions.

The Company will deliver coal to miners living within the limits of the townsite of Hillcrest Mines, at \$2.50 per ton for run of mine coal, and screened coal, when possible, at \$3.00 per ton.

The Company will sell to its employees, 40 per cent. dynamite at 25 cents per pound. Monobel powder at 30 cents per pound. Fuse, caps, and other supplies as at present rates.

DOCKAGE: Same dockage clause as at Coleman mine.

House rents to remain as at present.

All other conditions to remain as at present.

IN WITNESS WHEREOF, the parties hereto, have hereunto set the hands of their proper Officers, this Thirtieth day of June, 1909.

THE UNITED MINE WORKERS' OF AMERICA, DISTRICT NO. 18.

WILLIAM POWELL,
President.

CLEM. STUBBS,
Vice-President.

A. J. CARTER,
Secretary.

THE WESTERN COAL OPERATORS' ASSOCIATION.

LEWIS STOCKETT,
President.

P. L. NAISMITH,
Vice-President.

O. E. S. WHITESIDE,
Acting Secretary.

WITNESSES as to all signatures

T. E. JAMES,
Nat. Organizer.

HAMILTON B. FULLER.

